

OFFICIAL - SENSITIVE

Annex B: Personnel changes in POL's Board and Group Executive over the last 3 years

The tables below highlight new members of POL's Board and Group Executive over the past three years. Two Executives – the CEO and CFO – typically sit on both the Board and GE. However, at present the CFO position is vacant so Al Cameron is the only Executive currently sitting on the Board.

Board level changes

Only two new people have joined the Board in the last three years: the Shareholder NED and the Shareholder Representative NED. However, Ministers have reappointed a further three members, all within the last year, including the Chair. In addition, while Al Cameron has been on the Board as CFO since 2015, he was appointed as interim CEO on 1st April 2019.

Role	Name	Start Date	Term Expires
Executive roles			
CEO (Interim)	Alisdair Cameron	01/04/2019 Appointed as CFO on 28/01/2015	On appointment of permanent CEO
<i>Background: Joined POL in January 2015 after 12 years in various roles at Centrica plc, a FTSE 100 company. Previously a partner with Deloitte. Was a NED of Oxford University Hospitals NHS Foundation Trust for 8 years.</i>			
CFO	Vacant (Al Cameron substantive while interim CFO is recruited)	-	-
Non-executive roles			
Chair	Tim Parker	01/10/2015 REAPPOINTED 01/10/2018	31/09/2022
<i>Background: Chair at the National Trust, HM Courts & Tribunals Service and Samsonite. Former CEO of Clarks, Kwik-Fit, the AA and Samsonite. NED on the Boards of Legal & General, Alliance Boots and Compass Group. Director and owner of the British Pathe film archive.</i>			
NED	Tim Franklin	19/09/2012 REAPPOINTED 19/09/2015	19/09/2019
<i>Background: Over 30 years' executive experience in the banking industry. Chair of AIM Listed Bank Private and Commercial Finance Group PLC and a non-executive Board member of Topaz Finance Limited. He is also an accredited executive coach working with boards internationally.</i>			
NED & SID	Ken McCall	21/01/2016 REAPPOINTED 21/01/2019	20/01/2022
<i>Background: COO and Head of Global Operations at EuropCar. Former Chief Executive of DHL Express UK and Ireland, TNT Asia, Middle East, African and Indian sub-continent. Extensive experience in mails, logistics and business transformation. NED of Supergroup plc.</i>			
NED	Carla Stent	21/01/2016 REAPPOINTED 21/01/2019	20/01/2022
<i>Background: Chartered Accountant. Senior positions in banking, private equity and retail. Has worked at Board level for Barclays Bank plc and Virgin Group. Chair of Savernake Capital Limited; NED of JPM Morgan Elect plc, Marex Spectron Limited and Power to Change Trust.</i>			
NED	Shirine Khoury-Haq	24/05/2018	23/05/2021
<i>Background: COO of Lloyd's. Joined Lloyd's from Catlin, where she was Group Head of Operations and UK Chief Operating Officer. Previously Associate Partner at IBM.</i>			
UKGI NED	Tom Cooper	27/03/2018	N/A
<i>Background: Global Co-Chair of M&A at Deutsche Bank where he has spent the previous 8 years. Previously at UBS Investment Bank for 21 years. Started his career at KMPG.</i>			

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Group Executive Level changes

All executive positions are permanent appointments except for the interim CEO, so are not subject to an expiry date. Al Cameron was appointed as interim CEO and currently retains his position as CFO while POL recruit an interim.

Of the seven members of GE, four have joined over the last three years. In addition, Al Cameron was appointed as interim CEO in April 2019.

Role	Name	Time in role	Time at POL
CEO (Interim)	Alisdair Cameron	2 months	4 and a half years
Chief Finance Officer	Vacant (Al Cameron substantive)	-	-
Chief Operating Officer (previously Chief Information Officer)	Rob Houghton	3 years, 1 month (2 months in expanded role)	3 years, 1 month
<i>Background: Change and IT professional. Joined POL in 2016. Previously, various IT leadership roles at Aviva globally, operated extensively across Middle East and Africa at consulting and outsourcing firm CSC, software engineer in BT.</i>			
Chief Executive – Retail	Debbie Smith	1 year, 4 months	1 year, 4 months
<i>Background: Wide range of leadership roles (latterly MD in Ireland) at Boots, which she joined in 1987.</i>			
Chief Executive - Financial Services, Telecoms and Identity, Group Marketing and Group Digital & Innovation	Owen Woodley	1 year, 4 months	3 years
<i>Background: joined POL in 2016. Previously MD of Lloyds Bank retail business, 20 years at Barclays in retail and commercial banking. Launched and ran a new UK bank in the wake of the financial crisis, Shawbrook. On the Board of Governors at Nottingham Trent University.</i>			
Group Director of Communications and Corporate Affairs	Mark Davies	6 years, 11 months	6 years, 11 months
<i>Background: Joined POL in July 2012 after two years as Communications and Campaigns Director for the charity Rethink Mental Illness. Former SpAd to the Rt Hon Jack Straw MP (FCO HoC and MoJ) and Baroness Amos (Leader of HoL). Former journalist.</i>			
Group HR Director	Mo Kang	10 months	10 months
<i>Background: Joined POL in August 2018. Over 20 years in a number of senior HR and Change Leadership roles in the insurance sector globally. Extensive transformation experience.</i>			
General Counsel	Ben Foat	1 month	3 years, 10 months

POL has made a number of structural changes over the past three years, so that some the roles and responsibilities of some executives has changed. For example, the Chief Information Officer has taken on a broader role as Chief Operating Officer.