

CURRICULUM VITAE OF NICHOLAS BAXTER

Independent Retail Banking Consultant (focusing on credit risk, consumer products/outcomes, governance, compliance and regulation)

DipM DipMan (Open) MAE FPC CeMAP MAQ CeRGI CeRCC CeARL AdvCeMAP CeRCH
CeCM CeRER CeSRE CertFCA CertAMLA CertCA CertBB&C CertRBCB CertDC

Honors & awards: Queen Elizabeth II Platinum Jubilee Medal

CAREER HISTORY CURRENT

Nick has developed a portfolio career in the financial service industry which currently includes:

Partner - Baxters Business Consultants - April 1993 to present. Baxters Business consultants is a business consultancy undertaking marketing, training, freelance journalism and expert witness services to the residential mortgage lending, building society and financial service industry (previously called Bridge Baxter from April 1993 to April 1998. The Bridge Baxter business included a FIMBRA registered independent financial adviser and mortgage broker. As a partner in Bridge Baxter Nick was responsible for the financial advice of the advisers.

Tribunal member - January 1999 to present. Nick 'sits' for the HM Court and Tribunal Service First-tier Tribunal General Regulatory Chamber (Estate Agents) – in this role Nick hears appeals arising from the Estate Agents Act. Appointed to the First-tier Tribunal General Regulatory Chamber (Consumer Credit) from January 1999 to April 2014 when consumer credit appeals were moved to the Upper Tribunal Tax and Chancery Chamber.

Non-executive director - Rockstead Limited - March 2009 to present. Rockstead is an independent company specialising in providing risk and due diligence services to investment banks, hedge funds, originators, servicers and investors throughout Europe. Rockstead also provide 'staff services' activities which include supplying temporary underwriting staff for many lenders (helping those lenders cope with lending volume planning) and the 'funding line review' activities where funders use Rockstead to review 'funding line' compliance to ensure that loans are approved within an agreed funding line.

Vice Chair and Senior Independent Director (a PRA/FCA approved senior manager function (SMF14) – The Mansfield Building Society – January 2017 to present. The Mansfield Building Society is a regional building society. Nick sits on the Board Risk Committee, has oversight responsibilities for all mortgage departments, is the mortgage division 'board mentor' and board credit risk 'Subject Matter Expert'. Nick reviews, as part of the Risk Committee role, lending decisions by the business that fall 'outside criteria' or 'where discretion has been used'. Nick was Chair of the Board Remuneration Committee (**a PRA/FCA approved senior manager function (SMF12 / prescribed responsibility (PRm))**), September 2020 to November 2023, which makes recommendations to the board regarding the remuneration policy (including sales incentive schemes) of the Society and specifically on the remuneration of executive directors and other executives. Nick sits on the Board Nominations Committee, which makes recommendations to the board in respect of new/replacement directors. As Senior Independent Director, Nick is the society 'whistleblowing contact' for customers, staff and suppliers (**PRA/FCA prescribed responsibility (PRn)**).

CURRENT VOLUNTARY WORK / COMMUNITY INVOLVEMENT

Community First Responder - South Central Ambulance Service NHS Foundation Trust - November 2015 to date.

Clerk and Responsible Financial Officer - Great and Little Hampden Parish Council
January 2020 to date

CAREER HISTORY PAST

Mortgage Promotions Limited Director (February 2001 to end of 2022)

Director. Mortgage Promotions was mortgage club for directly authorised mortgage brokers (previously called IFA Portfolio Mortgages, from April 1993 to February 2001).

Professional Financial Claims Association February 2013 to September 2017.

Non executive chairman. The PFCA is a trade association of professional financial claims management companies.

Central Law Training (April 2002 to January 2014)

Guest chairman and speaker

Mortgage Code Compliance Board (Aug 2000 to Oct 2004)

Disciplinary Committee - Expert Panel Member

Cheltenham and Gloucester Building Society (Nov 1979 to Apr 1993).

Assistant General Manager, Mortgages.
The Central Lending Division of C&G Group.
November 1990 to April 1993.

Branches Controller: Cheltenham and Gloucester Building Society.
February 1990 to November 1990.

Regional Manager. Cheltenham and Gloucester Building Society.
July 1987 to February 1990.

Branch Manager (Oxford): Cheltenham and Gloucester Building Society.
May 1987 to July 1987.

Branch Manager (High Wycombe): Cheltenham and Gloucester Building Society.
March 1985 to May 1987.

Branch Manager (Derby): Cheltenham and Gloucester Building Society.
November 1980 to March 1985.

Assistant Manager In Charge (Cowley): Cheltenham and Gloucester Building Society.
November 1979 to November 1980.

COVENTRY BUILDING SOCIETY (Oct '75 to Nov '79).

Senior Management Trainee: Coventry Building Society.
October 1975 to November 1979.

EDUCATIONAL HISTORY

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| February 2017 | London Institute of Banking & Finance Certificate in Consumer Debit Collection (CertDC) |
| February 2016 | Institute of Financial Services Certificate in Retail Banking Conduct of Business (CertRBCB) |
| February 2015 | Institute of Financial Services Certificate in Business Banking & Conduct (CertBB&C) |
| March 2014 | International Compliance Association /Manchester Business School Certificate in Compliance Awareness (CertCA) |
| May 2013 | International Compliance Association /Manchester Business School Certificate in Anti Money Laundering Awareness (CertAMLA) |
| October 2012 | International Compliance Association /Manchester Business School Certificate in Financial Crime Awareness (CertFCA) |
| December 2011 | Institute of Financial Services Certificate in Supervising in a Regulated Environment (CeSRE) |
| December 2010 | Institute of Financial Services Certificate in Regulated Equity Release (CeRER) |
| December 2009 | Institute of Financial Services Certificate in Commercial Mortgages (CeCM) |
| January 2009 | Institute of Financial Services Advanced Certificate in Mortgage Advice and Practice (AdvCeMAP) |
| January 2009 | Institute of Financial Services Certificate in Regulated Complaint Handling (CeRCH) |
| December 2008 | Institute of Financial Services Certificate in Alternative Residential Lending (CeARL) |
| November 2008 | Institute of Financial Services Certificate in Regulated Customer Care (CeRCC) |
| March 2004 | Institute of Financial Services Certificate in Regulated General Insurance (CeRGI) |
| June 2001 | Chartered Insurance Institution Mortgage Advice Qualification (MAQ). |
| December 1999 | Chartered Institute of Arbitrators Part 1 (Associate) Examination (ACI Arb), |
| October 1999 | Chartered Institute of Bankers Diploma in Mortgage Lending Subject Pass - Residential Lending & Property Law |
| March 1998 - June 1998 | Institute of Financial Services Certificate in Mortgage Advice and Practice (CeMAP) papers 1, 2, & 3 |
| December 1994 | Chartered Institute of Marketing. Postgraduate Diploma in Marketing (DipM). |
| April 1993 - December 1993 | Chartered Insurance Institution Financial Planning Certificate (FPC) papers 1, 2, & 3 |
| December 1988 - July 1991 | Open University Professional Diploma in Management (DipMan (Open)). |
| September 1976 - July 1978 | ONC Business Studies. |
| July 1972 - July 1974 | 5 'O' Levels. |