

The Kensington Friendly Collecting Society Limited
Trading as Tees Mutual

Committee of Management Biographies
for the Year Ended 31 December 2022

Mark Brooks BSc (Hons) - Society Chair

Mark was elected on to the Committee of Management at the 2005 AGM and was Chair from September 2009 serving until September 2013, when he took on a compliance role for the Society. Mark re-joined the Committee of Management in 2015 and served as Senior Independent Director from January 2016 to January 2018. He was re-appointed as Chair in September 2017 and has served on all the Society Committees. He currently also chairs the Finance and Investment Committee and the Nomination Committee and serves on the Remuneration and Assessment Committee.

Mark lives in Middlesbrough with his wife and children and works in the chemical industry on Teesside, which he has been involved in for more than 25 years.

Mark has indicated that it his intention to retire at the 2024 AGM.

Jamie Brown BSc

Jamie was elected to the Committee of Management in June 2011, he currently serves on the Audit and Risk Committee, the Nomination Committee and the Remuneration and Assessment Committee. Until 2019 Jamie was Chair of the Audit and Risk Committee and Vice Chair of the Society.

After obtaining a degree in Geology from Manchester University, Jamie was employed as a geologist in oil exploration before re-training and qualifying as a solicitor in 2002. He is now a partner in a firm of business lawyers based in the Tees Valley, specialising in commercial property transactions and agricultural law.

Jamie is also a Board Director of the Nicholas Postgate Catholic Academy Trust which oversees the running of 25 local schools.

Jamie is due to retire at the 2023 AGM.

Philip Carey BA (Dip PFS) - Chief Executive

Philip has been employed by the Society since 1987. He started work with the Society as a clerk, then as a Society Representative, becoming Sales Manager in 1992. He was appointed Chief Executive in June 2004 and elected on to the Committee of Management in 2006. Philip also serves on the Finance and Investment Committee and the Nomination Committee. Philip served on the Financial Conduct Authority's Small Business Practitioner Panel from September 2015 to October 2016 and is currently National Chair of the Consumer Credit Association.

Gary Ferguson

Gary was elected to the Committee of Management in June 2012 and serves on the Finance & Investment Committee, the Product Oversight and Governance Committee and chairs the Remuneration and Assessment Committee. Gary lives in Middlesbrough. He left the local steel industry in 1985 to work in financial services as an agent with the Prudential based in its Middlesbrough office. He left the Prudential in 1991 to become an Independent Financial Adviser (IFA) and formed a partnership with several local IFA's. In 1992 he left the partnership to start his own business and since then has been based in the offices of a firm of local accountants as a general IFA dealing predominantly with pensions and investments.

Gary was appointed Senior Independent Director in September 2021.

Gary is due to retire at the 2023 AGM.

Brian Douglass BA (Hons) FCCA - Company Secretary

Brian joined the Society as Company Secretary in May 2012 and was elected on to the Committee of Management in June 2012. He is currently the Compliance Officer of the Society and serves on the Audit and Risk Committee and the Finance and Investment Committee. After graduating from Teesside University in 1988 with a degree in Business Studies he trained as an accountant, qualifying in 1996. Brian worked in the accountancy profession on Teesside for 22 years and was latterly a partner in a local firm of accountants. Before joining the Society Brian worked within the Finance Department of a local professional sports club.

The Kensington Friendly Collecting Society Limited
Trading as Tees Mutual

Committee of Management Biographies
for the Year Ended 31 December 2022 (continued)

Debra Barker CeMap - Society Vice-Chair

Debra joined the Committee of Management in 2014 She serves on the Audit and Risk Committee, the Remuneration and Assessment Committee and chairs the Product Oversight and Governance Committee.

Debra brings a vast knowledge and experience of the financial services industry to the Society, having worked in this environment for over 30 years. She spent 21 years with Lloyds Banking Group in several roles, managing risk and compliance along with business development and sales across branches in the North East. She has experience of working within a regulated industry and continues to work within financial services.

Gillian Dobson BA (Hons), ACA DChA

Gillian is a Chartered Accountant with a diploma in Charity Accounting. She was most recently Director of Finance and Corporate Services for Mental Health Matters, having previously worked as Finance Director of Tees Valley Leisure, Head of Finance and Governance for the Learning and Skills Council Tees Valley and Chief Accountant of Teesside Training and Enterprise Council. Gillian is formerly a trustee of Unite Limited, a mediation and restorative practice charity based in Middlesbrough, and a governor and audit committee member of Prior Pursglove College, in Guisborough.

Gillian serves on the Remuneration and Assessment Committee and chairs the Audit and Risk Committee.

Andrew Douthwaite BSc

Andrew joined the Committee of Management in November 2016 and serves on the Audit and Risk Committee, Remuneration and Assessment Committee and the Finance and Investment Committee. After obtaining a degree in Software Engineering from Leeds Metropolitan University, Andrew was employed in security centric application and web developer positions as well as roles within the telecommunications industry, before moving into advanced networking and cyber security at his current company, where he is now Chief Technology Officer.

Dominic Gardner BA (Hons) ACA

Dominic lives in Middlesbrough with his wife and four children and has been Managing Director of Sunderland based road repair specialist Velocity UK Ltd since 2013, having previously held the posts of Financial Controller and Finance Director at Velocity. Dominic holds a degree in Modern History and Politics from the University of Liverpool and qualified as a Chartered Accountant in 2005 whilst working for a small accountancy practice.

Dominic serves on the Audit and Risk Committee and the Remuneration and Assessment Committee.

Mark Dobing

Mark joined the Committee of Management in the summer of 2021, he currently serves on the Finance and Investment Committee, Product Oversight and Governance Committee and Remuneration and Assessment Committee.

Following on from achieving a B.Eng (Hons) degree, and a spell working in industry, Mark began his career in financial services in 1993 he later joined Co-operative Bank where he became a fully qualified Independent Financial Adviser in 1998. Following a brief period at Yorkshire Bank, Mark joined the team at Active Chartered Financial Planners based in Stockton on Tees in 2005.

Liam Moloney

Liam lives in Middlesbrough with his wife and has two grown up daughters. He works for an international engineering consultancy where he is global operations manager.

Liam joined the Committee of Management in September 2021 and serves on the Audit and Risk Committee and the Remuneration and Assessment Committee.

The Kensington Friendly Collecting Society Limited
Trading as Tees Mutual

Committee of Management Biographies
for the Year Ended 31 December 2022 (continued)

Georgia Armin

Georgia is local to the area having lived and worked in Teesside her whole life. Georgia worked from the age of 16 alongside studying, she worked for the local football club for 6-years, starting as hospitality assistant and working her way up to become hospitality manager. She then worked in local authority as a legal assistant for a period of 2-years. Following this, Georgia carried out training at a firm of business lawyers in the Tees Valley and qualified as a solicitor in 2022.

Alongside work, Georgia completed an undergraduate law degree at Teesside University, a master's degree in legal practice at the University of Law in Leeds and a Professional Skills Course at Northumbria University.

Georgia currently works as a commercial property solicitor for the firm where she trained.