



Nest Board Member



Nest Register of Interests

Declaration of interests for Karen Cham for the five years preceding the date of signature.

This declaration lists all interests that members of the public might reasonably think could influence the Board Member's judgement or which are likely to affect prejudicially the discharge of their functions as a member of Nest Corporation's Board, such as:

- › Direct pecuniary interests;
- › Indirect pecuniary interests – these are interests that arise from a connection (partnership, employment relationship, other significant relationship etc.) with bodies or persons which have a direct pecuniary interest, and;
- › Other interests not covered elsewhere in the register and relevant to your role at Nest.

This information (including in respect of the "related parties" referred to below) is also required to assess Nest's compliance with the restrictions imposed by legislation in respect of employer-related investments.

Category	Member	Related Parties
Directorships including		
<ul style="list-style-type: none">› Public and private companies, and;› Remunerated and unremunerated directorships.	<ul style="list-style-type: none">› Director and Sole Shareholder - RHIZOMETRIC DESIGN LIMITED	<ul style="list-style-type: none">›
Direct pecuniary interests		
<p>Including any of the following where remunerated:</p> <ul style="list-style-type: none">› Employment;› Partnership;› Trade;› Profession;› Public office;	<ul style="list-style-type: none">› Professor in Augmented Intelligence, Digital Transformation Design at Kingston Business School (from January 2023 to present)› Professor in Digital Transformation Design at University of Brighton (ended December 2022)	

Category	Member	Related Parties
<ul style="list-style-type: none"> › Consultancy, and; › Other posts or contractual relationships, where remunerated. <p>Includes:</p> <ul style="list-style-type: none"> › Occupational pensions, and; › Personal or stakeholder pensions. 	<ul style="list-style-type: none"> › Innovate Assessor for Creative Industries, Healthy Ageing and Smart Funding calls › Advisor, Immersely Ltd (ended, April 2023) › Preferred Supplier BSMS › Preferred Supplier BAE Systems › › › Member of a Hybrid Workplace Pension Scheme › Member of a Defined Benefit Pension Scheme 	

These are interests that arise from a connection (partnership, employment relationship, other significant relationship etc.) with bodies or persons which have a direct pecuniary interest.

Other interests not covered elsewhere in the register and relevant to your role at Nest

- › None ›

Personal or professional links with bodies which may have an interest in Nest’s work

- Including:
- › Suppliers and potential suppliers; › Fellow of the Royal Society of Arts & Manufacture ›
 - › Representative bodies;
 - › Lobby groups;
 - › Political parties.

Declarable shareholdings or financial interests¹ in

- › Any company within the pension sector, or; › None ›
- › Any company outside the pension sector in which you hold more than 3%.

Any other declarations

Signed: Karen Cham signed electronically via email

Date: 15/07/2024

¹ There is no requirement to declare an interest in relation to collective investments schemes (such as unit trusts and Open-Ended Investment Companies (OEICs) including any held in a general PEP or ISA).