



Mutaz Qubbaj



Nest Register of Interests

All Board Members will need to complete a register and these will be published on the website¹.

Register of interests for Mutaz Qubbaj for the five years preceding the date of signature.

This register 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 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.

Category	Member	Connected persons ² and persons living in the same household
Directorships including		
<ul style="list-style-type: none"> › Public and private companies, and; › Remunerated and unremunerated directorships. 	<ul style="list-style-type: none"> › Squirrel Financial Wellbeing, CEO and Managing Director. 	<ul style="list-style-type: none"> › None.
Direct pecuniary interests		
Including any of the following where remunerated: <ul style="list-style-type: none"> › Employment; › Partnership; › Trade; 	<ul style="list-style-type: none"> › Citi Ventures, Entrepreneur in Residence. 	<ul style="list-style-type: none"> › None.

¹ The published versions of the registers of interest will not include information about which pension schemes a Board Member is a member of or individual shareholdings, where these need to be disclosed. The file version of the registers of interest will contain this information.

² Spouses and partners, children, step-children under the age of 18, persons for whom Board Members take significant financial decisions.

Category	Member	Connected persons ² and persons living in the same household
<ul style="list-style-type: none"> › Profession; › Public office; › 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. 		
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.	› None.	› None.
Other interests not covered elsewhere in the register and relevant to your role at Nest		
	› None.	› None.
Personal or professional links with bodies which may have an interest in Nest's work		
<p>Including:</p> <ul style="list-style-type: none"> › Suppliers and potential suppliers; › Representative bodies; › Lobby groups; › Political parties. 	› Defined Contribution Pension pot.	› None.
Declarable shareholdings or financial interests³ in		
<ul style="list-style-type: none"> › Any company within the pension sector, or; › Any company outside the pension sector in which you hold more than 3%. 	› Squirrel Financial Wellbeing 30% ownership stake.	› None.
Any other declarations		
	› None.	› None.

Signed: Mutaz Qubbaj

Date: 24 May 2021

³ 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).