

ONESAVINGS BANK PLC

(THE "COMPANY")

TERMS OF REFERENCE AND MATTERS RESERVED TO THE BOARD

1. OBJECTIVES

- 1.1. The Company's board (the "**Board**") should set the aims, objectives and strategy of the Company and its subsidiaries (the "**Combined Group**"). It is the Board's responsibility to ensure that the necessary financial and non-financial resources are in place to enable the Company to meet those objectives and review the performance of the Company and its management against those objectives. The Board is also responsible for setting the tone from the top in relation to conduct, culture and values (the Mission, Vision and Values) and for ensuring continuing commitment to treating customers fairly, promoting the long-term sustainable success of the Company and preventing bribery, corruption, fraud and the facilitation of tax evasion within the business.
- 1.2. The Articles of Association of the Company set out the objects of the Company in Article 157. These objects are unrestricted, except that the core purpose of the Company is to provide a range of financial services to its customers and the Company must act in a fair and prudent manner taking into account the interests of all stakeholders and relevant laws and regulations. In addition, for as long as Kent Reliance Provident Society Limited (the "**Society**") remains a shareholder, the Company is required to work with the Society in order to offer membership of the Society to qualifying customers of the Combined Group.

2. CONSTITUTION, MEMBERSHIP AND QUORUM

- 2.1. The Board is chaired by the Chairman, who is appointed by the Board, and should be independent on appointment.
- 2.2. The Board shall consist of a minimum of two directors of the Company ("**Directors**") and a maximum of 15 Directors. At least half of the Directors (excluding the Chairman) must be independent.
- 2.3. One of the independent Directors shall be appointed as Senior Independent Director.
- 2.4. Unless otherwise determined by the Directors, two Directors shall constitute a quorum, provided that the holders of a majority of the Company's shares may give notice to the Company in writing that one or more named Directors is/are required to be present for there to be a valid quorum (unless all such Directors have consented in writing to the meeting being held without them).

3. SECRETARY

- 3.1. The Company Secretary shall act as the Secretary to the Board and will ensure that the Board receives information and papers in a timely manner to enable full and proper consideration of the given issues.
- 3.2. Subject to applicable law and regulation, the appointment and removal of the Company Secretary shall be a matter for the Board.

4. VOTING ARRANGEMENTS

- 4.1 Each Director shall have one vote which may be cast on matters considered at the meeting. Votes can only be cast by Directors attending a Board meeting (whether in person or by audio or video conference).

4.2 If a matter that is considered by the Board is one where a Director (either directly or indirectly) has a personal interest, that Director shall not be permitted to vote on that matter.

4.3 Except where he has a personal interest, where there is an equality of votes, the Chairman of the Board meeting shall have a casting vote.

5. FREQUENCY OF MEETINGS

5.1 The Board shall meet at least six times a year, normally bi-monthly or more frequently if otherwise required.

6. NOTICE AND MINUTES

6.1. The Secretary will normally distribute the agenda and papers for meetings at least five days before the meeting.

6.2 The Secretary shall minute the proceedings and decisions of all meetings of the Board, including recording the names of those present and in attendance.

6.3 Draft minutes of the meeting will be distributed promptly to the Chairman. Once approved, minutes should be distributed to all other members of the Board unless it would be inappropriate to do so in the opinion of the Chairman.

7. AUTHORITY

7.1. Other than matters reserved to the shareholders of the Company (the "**Shareholders**"), the Board has the delegated authority from the Shareholders to manage all matters relating to the business of the Company.

7.2. The Matters Reserved to the Board are set out in the attached Schedule.

7.3. Any Company matters that are not reserved to the Shareholders, the Board or any of the Board's Committees (via their terms of reference) are delegated to the Chief Executive Officer in his/her responsibility for the day-to-day management of the Company.

8. OTHER

8.1 The Board shall review these terms at least annually.

ONESAVINGS BANK PLC
Matters Reserved to the Board

| Document control information | | | |
|-------------------------------------|---|-------------------------|---------------------|
| Version | 1.3 | Owner | Company Secretariat |
| Review Frequency | Annually or as required for material amendments | Next Review date | September 2020 |

Contents

| | |
|--|----|
| 1. Strategy and Management | 3 |
| 2. Group entity formation, dissolution and company secretariat matters | 4 |
| 3. Finance (General and Business as Usual) | 8 |
| 4. Internal Controls and Risk Management | 10 |
| 5. Real Estate (Corporate) | 11 |
| 6. Employment (including benefits and compensatory matters)..... | 12 |
| 7. Commercial (Portfolio Acquisitions, M&A activity and other related transactions)..... | 14 |
| 8. Contracts (Any contract binding a the Company and/or any Subsidiary excluding employment agreements)..... | 15 |
| 9. Litigation..... | 16 |
| 10. Regulatory | 17 |

1. Strategy and Management

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|--------------------------------|--|---|---|----------------|
| 1.1 | Strategy | Approval of the long term objectives and commercial strategy of the Combined Group (taken as a whole) and the Company. | Board | N/A | CEO |
| 1.2 | Budget | Approval of the annual operating and capital expenditure budgets of the Company and the subsidiaries of the Company (the " Subsidiaries ") and any material changes to the same. | | | Board |
| 1.3 | Oversight of Operations | Oversight of the operations of the Combined Group (taken as a whole) and the Company ensuring: <ul style="list-style-type: none"> • competent and prudent management • sound planning • an adequate system of internal control • adequate accounting and other records • compliance with statutory and regulatory obligations | | | Board |
| 1.4 | Performance Review | Review of performance in light of the strategy, objectives, business plans and budgets of the Combined Group (taken as a whole) and the Company, and ensuring that any necessary corrective action is taken, | | | Board |

2. Group entity formation, dissolution and company secretariat matters

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|---|--|---|---|-----------------------|
| 2.1 | Intra-group re-organisation | Set-up, merger, consolidation, dissolution, recapitalisation of the Company and any Subsidiary. | Board | CEO/CFO | Chairman of the Board |
| 2.2 | Acquisition of shares or equivalent interest in any other body corporate | The acquisition or disposal of interests in any business or the making of any takeover, transfer or merger offer by the Company and, if material, any Subsidiary, unless otherwise delegated. | | CEO/CFO | |
| 2.3 | New subsidiaries | Establishment of any new subsidiary undertaking or establishment of any branch outside of the UK where the Company or any Subsidiary is actively trading, save for shelf companies incorporated, established or acquired for the purpose of bids and tax planning. | | CEO/CFO/GCCS | |
| 2.4 | Disposals | [Any material] sale, transfer, lease, licence or any disposal of: any shares held by a member of the Combined Group; or the whole or part of its business undertaking or assets, whether by a single transaction or series of transactions by the Company or any Subsidiary, other than as part of an intra-group transaction. | | CEO/CFO/GCCS | |
| 2.5 | Constitutional amendment | Recommend any amendment of the Articles of Association or similar organisational document of any Subsidiary. | | CEO/CFO/GCCS | |
| 2.6 | Company name change | Making any alteration to the name of the Company or of any Subsidiary, other than where such change is for a non-operating entity, including new incorporations). | | CEO/CFO/GCCS | |
| 2.7 | Winding up/Liquidation | Recommending the passage or placement of the Company or any material Subsidiary into liquidation, winding-up or other administration save where the entity is non-trading or dormant. | | CEO/CFO/GCCS | |
| 2.8 | Capital Structure and Debt Securities | Issue, redemption or repurchase by the Company or any Subsidiary of any equity securities or any warrants, rights, options, employee share structure or other security, other than in the ordinary course of business. | Board | CEO/CFO/GCCS | Chairman of the Board |
| | | Purchase or redemption any of the shares of the Company or any Subsidiary or entry into any arrangement for the same. | Board | CEO/CFO | Chairman of the Board |

2. Group entity formation, dissolution and company secretariat matters

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|---|--|---|---|---------------------------|
| | | Entry into or creation of any agreement, arrangement or obligation requiring or granting any option or right to require the creation, allotment, issue or transfer of any shares in the capital of the Company or any Subsidiary or securities convertible into shares (other than in either case to the Company or a Subsidiary). | Board | CEO/CFO | Board Operating Committee |
| | | Material changes by the Company or any Subsidiary relating to the Combined Group's capital structure and debt securities including any reduction of capital, share issues (except under employee share plans), share buybacks including the use of treasury shares, redemption or issue of debt. | Board | CEO/CFO | Chairman of the Board |
| 2.9 | Structure | Major changes to the Combined Group's corporate structure by the Company or any Subsidiary. | Board | CEO/CFO | Chairman of the Board |
| | | Major changes to the Combined Group's management and control structure, by the Company or any Subsidiary. | | CEO/CFO | CEO |
| 2.10 | Board Meeting Minutes | The approval of relevant Board meeting minutes of the Company. Minutes of any Subsidiary may also be presented to the Board for information, but will not require approval by the Board. | Board | Chairman of the Meeting | Chairman of the Board |
| 2.11 | Terms of Reference - Board and its Committees | The creation, amendment and annual review of any Terms of Reference for the Board or any terms of reference for any Committee reporting to the Board. | Board | N/A | Chairman of the Board |
| 2.12 | Nature of business | Make or permit any substantial alteration (including cessation) to the general nature of the business carried on or proposed to be carried on by the Combined Group (taken as a whole) and the Company. | Board | N/A | Chairman of the Board |
| 2.13 | New geographical location | Extension of the Combined Group's activities, and the activities of the Company, into new business or geographic areas. | Board | N/A | Chairman of the Board |
| 2.14 | Company's listing | Any changes to the Company's listing or its status as a public limited company. | Board | N/A | Board |
| 2.15 | Resolutions | Approval of resolutions and corresponding documentation of the Company to be put forward to shareholders at a general meeting of the Company. | Board | N/A | Board |

2. Group entity formation, dissolution and company secretariat matters

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|--|---|---|---|--|
| 2.16 | Circulars and Prospectuses | Approval of all circulars, prospectuses and listing particulars of the Company unless the document to be approved has no unusual features. | Board | CEO/CFO/GCCS | Board |
| 2.17 | Announcements | Approval of announcements concerning matters reserved to the Board. | Board | Executive Disclosure Committee | Board |
| 2.18 | Political Donations | Making of political donations by the Company. | Board | N/A | Board |
| 2.19 | Division of Responsibilities | The division of responsibilities between the Chairman, the Chief Executive Officer and other Executive Directors of the Company. | Board | N/A | Chairman of the Board |
| 2.20 | Board Committee Reports | Receiving reports from Board Committees on their activities. | Board | N/A | Chairman of the Board |
| 2.21 | Board and Committee Effectiveness | Undertaking a formal and rigorous review annually of the Board's own performance, that of its Committees and individual Directors. | Board | N/A | Chairman of the Board/ Chairman of each respective Board Committee |
| 2.22 | Independence of Directors | Determining the independence of directors of the Company following recommendations from the Group Nomination and Governance Committee. | Board | N/A | Chairman of the Board |
| 2.23 | Board Committees | Approval of the establishment of any new, or disbanding of any existing, Committees of the Board including appointing the Chairs and members. | Board | N/A | Chairman of the Board |
| 2.24 | Balance of Interests | Considering the balance of interests between the shareholders, employees and customers of the Company and the community. | Board | N/A | Chairman of the Board |
| 2.25 | Corporate Governance Arrangements | Review of the Company's overall corporate governance arrangements, and review of the Combined Group's overall corporate governance arrangements with a view to making recommendations in respect of the same. | Board | N/A | Chairman of the Board |

2. Group entity formation, dissolution and company secretariat matters

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|-----------------------------|---|---|---|----------------|
| 2.26 | Board Level Policies | Approval of any changes and at least annual review and reaffirmation of all Board level Policies (excluding Policies overseen by a Board Committee). | Board | N/A | Board |
| 2.27 | Insurance | Oversight of the overall levels of insurance for the Combined Group including directors' & officers' liability insurance and indemnification of directors upon recommendation from the CEO. | CEO | N/A | CEO |

3. Finance (General and Business as Usual)

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|------------------------------------|--|---|---|--|
| 3.1 | Financial Reporting | Approval of the half-year or annual report and accounts including the corporate governance statement and remuneration report, trading updates and any interim or preliminary announcement of final results of the Combined Group. | Board | N/A | Board |
| 3.2 | Auditors | Appoint or remove the Company's and the Combined Group's auditors or any other professional advisors of the Company and the Combined Group (other than for material regulated subsidiaries) (excludes reappointment of the Combined Group's existing auditors). | Board (upon recommendation from Group Audit Committee) | N/A | Chairman of the Board and Chair of Group Audit Committee |
| 3.3 | Accounting Policy | Approval of significant changes of the Company's, and the Combined Group's, accounting policy, based on recommendation of the Group Audit Committee. | Board (upon recommendation from Group Audit Committee) | N/A | CFO |
| 3.4 | Charges, Liens or Mortgages | The creation, causation or permission to create or to exist any mortgage, charge, lien (other than in the ordinary course of business) or other encumbrance whatsoever over the whole or any material part of the undertakings, property or assets of the Company, and the creation, causation or permission to create or to exist any mortgage, charge, lien (other than in the ordinary course of business) or other encumbrance whatsoever over the whole or any material part of the undertakings, property or assets of any Subsidiary where this is material to the Combined Group taken as a whole. | Board | CEO/CFO | Chairman of the Board |
| 3.5 | Dividends | Payment, making of or declaration of any interim dividend or other distribution in respect of the Company's profits, assets or reserves (other than to a Subsidiary) or entry into any agreement for the same; and recommendation of any final dividend of the Company. | Board | CEO/CFO/GCCS | CFO |

3. Finance (General and Business as Usual)

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|---|--|---|---|-----------------------|
| | | Approval of the Company's dividend policy. | Board | CEO/CFO | Chairman of the Board |
| 3.6 | Commercial borrowing or bond issue | Entry into any commercial borrowing or bond issue agreement of the Company [and/or any Subsidiary]. | Board | CEO/CFO | CFO |
| 3.7 | Lending or Underwriting Transactions | Entry into any underwriting transaction in excess of 20% of Common Equity Tier 1 of the Combined Group for a single borrower or connected transaction. | Board | CEO/CFO | Chairman of the Board |

4. Internal Controls and Risk Management

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|--|--|--|---|----------------|
| 4.1 | Risk Appetite | <p>Ensuring maintenance of a sound system of internal control and risk management including:</p> <ul style="list-style-type: none"> • approving the Company's and the Combined Group's consolidated overall risk appetite, risk tolerance, key risk limits, risk strategy and risk control framework; • receiving reports on, and reviewing the effectiveness of, the Company's and the Combined Group's consolidated risk and control processes to support its strategy and objectives; • undertaking an annual assessment of these processes; and • approving an appropriate statement for inclusion in the annual report. | Board (upon recommendation from Group Risk Committee) | N/A | Board |
| 4.2 | Risk Appetite Policies and Statements | <p>Approval of the Company's, and the Combined Group's consolidated:</p> <ul style="list-style-type: none"> • annual internal capital adequacy assessment process (the "ICAAP") and any periodic re-assessments; • annual internal liquidity adequacy assessment process (the "ILAAP") and any periodic reassessments); • Risk Appetite Statement and any periodic reassessments; and • Recovery Plan. | Board (upon recommendation from Group Risk Committee) | N/A | Board |

5. Real Estate (Corporate)

| Type of Activity | | Threshold limit | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|-----------------------------|-----------------|---|---|---|-----------------------|
| 5.1 | Acquisition/Disposal | >£5m | Acquisition or disposal of any freehold or leasehold property by the Company and/or any Subsidiary other than from or to a member of the Combined Group (excludes customer properties). | Board | Board | Chairman of the Board |
| 5.2 | Leasing | >£5m per annum | Entry into any leasehold in respect of real estate by the Company and/or any Subsidiary, other than from or to another member of the Combined Group (excludes customer properties). | Board | Board | Chairman of the Board |

6. Employment (including benefits and compensatory matters)

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability | |
|------------------|---|---|---|---|---|-----------------------|
| 6.1 | Director/Board appointments | Implementation of the appointment or removal of any executive director, director, Chairman or non-executive director of the Company, and recommendations in relation to the appointment or removal of any executive director, director, Chairman or non-executive director of any Subsidiary, following recommendations from the Group Nomination and Governance Committee. | Board | Chairman/ CEO/GCCS | Board | |
| | | Recommendation of appointments to, or removals from, boards or board committees of any Subsidiary as appropriate. | Group Nomination and Governance Committee | CEO/GCCS | CEO | |
| 6.2 | Chairman of the Board | Selection of the Chairman of the Board and the Chief Executive Officer of the Company following recommendation from Group Nomination and Governance Committee. | Board | CEO/GCCS | Chair of Group Nomination and Governance Committee | |
| 6.3 | Chief Executive Officer | | | GCCS | Chairman of the Board | |
| 6.4 | Senior Independent Director | | | Appointment of the Company's Senior Independent Director. | Chairman | Chairman of the Board |
| 6.5 | Company Secretary | | | Appointment or removal of the Company's Company Secretary. | | |
| 6.6 | Structure, size and composition of Board | Changes to the structure, size and composition of the Board, following recommendations from the Group Nomination and Governance Committee. | Board | N/A | Chairman of the Board | |
| 6.7 | Succession Planning | Ensuring adequate succession planning for the Board, including Executive Directors. | Board | N/A | Chairman of the Board | |
| 6.8 | Continuation of Directors | Continuation in office of Directors at the end of their term, when they are due to be re-elected at the AGM, and otherwise as appropriate (for example following suspension or termination). | Board | Chairman/ CEO/ GCCS | Chairman of the Board | |
| 6.9 | Remuneration | The introduction of new share incentives plans or major changes to existing plans, in respect of the Company and/or any Subsidiary, to be put to shareholders for approval. | Board (upon recommendation from Group Remuneration Committee) | N/A | Chairman of the Board and Chair of Group Remuneration Committee | |

6. Employment (including benefits and compensatory matters)

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|--|--|---|---|---|
| | | Determining the remuneration policy for the executive directors of the Company and any Subsidiary. | Board | N/A | Chairman of the Board |
| | | Determining the remuneration policy for senior executives of the Company, senior executives of any Subsidiary, and the Company Secretary. | Group Remuneration Committee | N/A | Chair of the Group Remuneration Committee |
| | | Determining the remuneration of the Non-Executive Directors, subject to the articles of association and shareholder approval as appropriate. | Chairman of the Board and CEO of Company | N/A | Chairman of the Board and CEO of Company |

7. Commercial (Portfolio Acquisitions, M&A activity and other related transactions)

| Type of Activity | | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|---|--|---|---|-----------------------|
| 7.1 | Portfolio acquisitions | Acquisition of a portfolio above £80m by the Company and/or any Subsidiary. | Board | Any Executive Team Member | Chairman of the Board |
| 7.2 | Secured funding lines | Secured funding lines above £80m by the Company and/or any Subsidiary. | Board | CEO | Chairman of the Board |
| 7.3 | Joint ventures and Partnerships | Entry into any joint venture or partnership agreement or arrangement with any natural or legal person by the Company and/or any Subsidiary (other than a Subsidiary). | Board | Any Executive Team Member | Chairman of the Board |
| 7.4 | M&A Acquisitions <i>(Refer also to Section 1)</i> | Undertaking of any merger, demerger, reconstruction or amalgamation of the Company and/or any Subsidiary or entry into any scheme of arrangement by the Company and/or any Subsidiary (other than the acquisition of special purpose vehicles as part of general portfolio acquisition). | Board | Any Executive Team Member | Chairman of the Board |
| 7.5 | Arm's length transactions | Entry into any transaction of any nature whatsoever otherwise than by way of bargain on arm's length terms. | Board | CEO | Chairman of the Board |

8. Contracts (Any contract binding a the Company and/or any Subsidiary excluding employment agreements)

| Type of Activity | | Threshold limit | Other Criteria/Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|------------------|--|--|--|---|---|-----------------------|
| 8.1 | Portfolio acquisition agreements | A purchase price in excess of £80m | Entry into any portfolio acquisition by the Company and/or a Subsidiary. | Board | Any Executive Team Member | GCD |
| 8.2 | Any contract or expense that does not fall into the above | In excess of £5m in any single or connected series of transactions | Entry into any contract with long-term or onerous provisions or which is unusual in nature under which the Company and/or a Subsidiary assumes material liability otherwise than in the ordinary course of business. | Board (upon recommendation from ExCo) | CFO or CEO or Executive Team Member (who is the Project Owner) | CEO |
| 8.3 | Shareholder agreements or agreements with shareholders | N/A | Entry into, or the termination or variation of any contract, agreement or arrangement with a Shareholder or related party of a Shareholder by the Company and/or any Subsidiary | Board Operating Committee | CFO or CEO | Chairman of the Board |
| 8.4 | Major capital and operating projects | In excess of £5m in any one or series of transactions | Major capital and operating projects for the Company and/or any Subsidiary. | Board | Any Executive Team Member | CEO |
| 8.5 | Balance-sheet or derivative exposure | N/A | Any off balance-sheet or derivative exposure of the Company and/or any Subsidiary (except in accordance with counterparty limits or the ordinary course of liquidity and risk management activities in accordance with approved policies of the Combined Group and the Company). | Board | CEO/CFO | CFO |

9. Litigation

| Type of Activity | Threshold limit | Other Criteria / Notes | Approval <i>(any one of unless otherwise stated)</i> | Authorised Signatory <i>(any one of unless otherwise stated)</i> | Accountability |
|---------------------------|-----------------|---|---|---|----------------|
| 9.1 Settlements | >£5m | Settling litigation via cash or asset value by the Company and/or any Subsidiary. | Board | CEO/CFO/GCCS | GCCS |

10. Regulatory

| Type of Activity | | Threshold limit | Other Criteria / Notes | Approval <i>(any one of unless otherwise stated)</i> | Accountability <i>(any one of unless otherwise stated)</i> |
|------------------|---|--|--|---|---|
| 10.1 | Whistleblowing | Oversight of whistleblowing policy and arrangements at the Combined Group level and for the Company. | Board (upon recommendation from Group Audit Committee) | GCCS | Chair of Audit Committee |
| 10.2 | Variation of any permission to FCA/PRA licence | Any variation to the Company's or any Subsidiary's PRA or FCA permissions (including where the current PRA or FCA permission requires variation or a new permission is required in order to accommodate a new product or line of business of the Company and/or any Subsidiary). | Board | Executive Team Member | CRO |
| 10.3 | Any new regulatory licence | Where the Company and/or any Subsidiary is required to obtain any new regulatory permission, licence or authorisation to comply with applicable legal regulatory or requirements. | Board | Executive Team Member | CRO |